

## **SEIU Wage Proposal to City of Chula Vista 4/11/2013**

**Concerns:** Staff has not received a pay increase since 2008 in addition to accepting an 8% reduction in take home pay. Chula Vista employees earn about 15% less than employees doing the same work in comparable cities based on the City's own salary survey.

### **Proposal:**

All employees and wage scales shall be increased in the first full pay period beginning on or after July 1 each year as follows:

2013	2.5%
2014	2.5%
2015	3.0%

Employees who are currently on Step E for two (2) or more years shall be placed on Step F in the first full pay period beginning on or after January 1, 2014. Step F shall be 1.6% higher than Step E. Effective the first full pay period beginning on or after January 1 of 2015 and 2016, Step F shall be increased by 1.6% each year.

Effective January 1, 2016, the City and the Union shall meet to implement parity increases for any job titles in which employees are below the 67<sup>th</sup> percentile in an agreed upon peer group in comparable municipalities. There shall be one percent (1%) of bargaining unit payroll used for the purposes of parity increases.

Expiration date: 1/31/17.

**Results:** By 2016, this proposal would restore employee take-home pay back to 2007 levels. This proposal, also, shares the City goal of bringing employee salaries closer to employees doing the same jobs in comparable cities.